

THE LOCAL OSHAWORKER

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Local 222, U.A.W.
General Membership Meeting
Thursday, June 5, 1975
7:30 p.m.
U.A.W. Hall

President's Column

Employment Standards Act

By ABE TAYLOR

CLOTHING DISCOUNT

Local 222 have endorsed the Discount Clothing Plan for its membership. This is strictly voluntary, and you may purchase the said clothing from Trafalgar Sportswear, 993 Queen St. West, Toronto, Ontario, Monday to Friday, 9:00 a.m. to 5:00 p.m., Saturday, 9:00 a.m. to 5:00 p.m., Sunday, 10:00 a.m. to 4:00 p.m.

Admission is by union card. You will notice by the price list in the last edition of the paper that the price is right. The clothing line make is carried by one of the leading department stores in Oshawa and Toronto.

WHAT YOU SHOULD KNOW ABOUT

Some phases of the Employment Standards Act:

The following is a list of the minimum standards as required by The Employment Standards Act and Regulations for Ontario.

TERMINATION OF EMPLOYMENT

This section applies to employees who have their employment terminated by management.

It does not apply to:

- 1. a temporary lay-off,
- 2. an employee who is guilty of wilful misconduct or disobedience or wilful neglect of duty, or
- 3. a person employed less than 3 months.

If an employee other than those listed above is terminated, that employee must be given,

- (a) one week's notice in writing if the period of employment is 3 months or more but less than 2 years,
- (b) two weeks' notice in writing if the period of employment is 2 years or more but less than 5 years,
- (c) four weeks' notice in writing if the period of employment is 5 years

or more but less than 10 years,

(d) eight weeks' notice in writing if the period of employment is 10 years or more.

When an employee is terminated without notice he must be paid regular wages for the period of notice to which he was entitled.

If an employee is laid off for more than 13 weeks in a twenty-week period, he is considered terminated and must be paid for the period of notice that should have been given.

Where fifty or more employees are being terminated within a four-week period, special regulations apply. The Employment Standards Branch should be contacted for information concerning mass termination.

HOURS OF WORK

Regular working hours in general industry are 8 in a day and 28 in a week.

An employer may apply to the Director for a permit to exceed these hours. However, the employee may not be forced to work more than 48 hours in a week if he does not agree to do so.

There are exceptions to this work week that will be dealt with under "Overtime."

OVERTIME

Where an employee works more than 44 hours in a week the employee must be paid one and one-half times his regular rate of pay for each hour worked after 44 hours in a week.

These requirements do not apply to certain types of employment, such as work on,

- 1. landscape gardening,
- 2. mushroom growing,
- 3. growing of flowers,
- 4. growing, delivery and laying of sod,
- 5. farming,
- 6. taxi driving.

In the local cartage industry, drivers and drivers' helpers must be paid one and one-half times their regular rate of pay for each hour worked after 55 hours in a week.

Employees who work as drivers of highway transport vehicles operating under a P.C.V. license, must be paid one and one-half their regular

rate of pay for each hour in excess of 60 hours during which they are directly responsible for the vehicle.

Employees in the road building industry must be paid one and one-half times their regular rate of pay after,

1. 55 hours in a week for work on roads, streets and parking lots (if less than 55 hours are worked in one week, hours may be made up in the next week to a total of 110 hours, before overtime, in the 2-week period).

2. 50 hours in a week for work on structures such as bridges, tunnels and foundations (if less than 50 hours are worked in one week, hours may be made up in the next week to total of 100 hours before overtime, in the 2-week period).

Employees who work on sewers and watermain construction must be paid one and one-half times their regular rate of pay for each hour worked after 50 hours in a week.

PUBLIC HOLIDAYS

Employees are entitled to seven public holidays with pay: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

An employee does not qualify for a paid holiday if the employee:

- (a) is employed for less than three months;
- (b) does not work on twelve days of the four work weeks preceding the holiday;
- (c) does not work on his or her scheduled day of work preceding and following the holiday;
- (d) having agreed to work on a public holiday, does not report for and perform the work without reasonable cause; or
- (e) is employed under an arrangement where he may elect to work or not when requested so to do.

Public Holiday benefits apply to full time, part-time, and student employees.

The regular rate of wages of an employee whose hours of work differ from day to day or who is paid on a basis other than time shall be the average of his daily earnings exclusive

of overtime for the days he has worked in the 13-week period immediately preceding a public holiday.

Where a public holiday falls upon a working day for an employee, an employer may with the agreement of the employee or his agent, substitute another working day for the public holiday, which day shall not be later than the next annual vacation of the employee, and the day so substituted shall be deemed to be the public holiday.

If the holiday falls on a non-working day, the employee shall be given another normal working day off with pay, or, if the employee agrees, the employer will pay the employee his regular wage for the public holiday.

PREMIUM PAY FOR WORKING ON THE PUBLIC HOLIDAY

If a qualified employee does not have a substitute arrangement and works on a public holiday, the employee must be paid at least time and one-half the regular rate for those hours worked, in addition to his regular day's pay for that public holiday.

Where an employee is employed in a hotel, motel, tourist resort, restaurant, tavern, continuous operation, or a hospital, and the employee is required to work on a public holiday, the employer may pay the employee regular wages for work done on the public holiday and give him a day off with pay on his first working day following his annual vacation or any other agreed working day; or the employer shall pay the employee for each hour worked, a premium of no less than one and one-half his regular rate, in addition to his regular wages for the public holiday.

An employee who does not qualify for a paid holiday must be paid at least time and one-half his regular rate for each hour worked on: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

The hours an employee has worked on a public holiday, for which he has received premium pay, are not included, for the purpose of calculating overtime pay for the same work week.

EQUAL PAY FOR EQUAL WORK

Where a male and female employee are doing substantially the same work for the same employer and that work requires substantially the same skill, effort and responsibility and is performed under similar working conditions, in the same establishment, they must both receive the same rate of pay.

A different rate of pay may be paid only if the difference is because of,

- 1. a seniority system,
- 2. a merit system,
- 3. a system that measures earning by quantity or quality of production, or
- 4. a difference based on any factor other than sex.

PREGNANCY LEAVE

A pregnant employee who has worked for her employer at least twelve months and eleven weeks prior to the expected date of her delivery is entitled, on application to her employer, to a least seventeen weeks' leave of absence without pay.

An employee must give her employer two weeks' written notice of the day she intends to commence her leave of absence and furnish a certificate of a qualified medical practitioner stating that she is pregnant and giving the estimated date of delivery. The leave of absence may commence during the period of eleven weeks immediately preceding the estimated day of her delivery and shall not end prior to six weeks following the actual day of delivery.

The employee may shorten the duration of the leave when she gives her employer one week's notice of her intention to return and provides a medical certificate stating she is able to resume her work, or, with the consent of her employer.

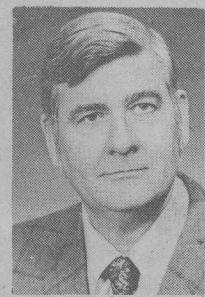
An employee, who intends to return to her employer at the end of the leave of absence, shall advise the employer and on her return, shall be re-instated to her position or alternative work of a comparable nature, at not less than her wages at the time the leave of absence began, and without loss of seniority or benefits

Continued on page 2

Gimme that old time religion

By WILLIAM RUTHERFORD

I wish to thank the membership for their confidence in re-electing me to the Executive Board for another term. During the next three years, we must develop



young leadership that will have the knowledge and dedication to advance the workers in the auto industry in the Oshawa area.

There is no doubt that the economy will tighten up, and the unemployment will increase. With increased unemployment, more pressure will be brought to bear on the workers and unemployed. Past history is that free enterprise economy has managed to place the burden and the blame for economic slumps on those suffering most from its effects.

It is important that secondary union leadership have a knowledge of basic economics and the market position of the industry in which they work. The type of union leadership education available to-day is not adequate to stir the imagination of young people entering into the labour movement.

There is little use in union schools on parliamentary procedure, public speaking, or union election campaigns based on fancy buttons, glossy propaganda, band playing, and flag waving, then sending the student back to the local union where he finds life is a little more involved than the hoopla business trade unionism that leaves him unable to cope with factory problems because of lack of knowledge.

To send union leadership against the bosses' hirelings on grievances or negotiations without some knowledge of how the system works, and its pitfall for worker and the bosses' drive for higher profits, weakens the

union negotiator in his own eyes.

There is a tendency to-day in unions, instead of developing leaders towards the hiring of so-called experts on pensions, benefit plans, economics, we have bargaining conferences where delegates make decisions that never hit the table because some expert has already decided what can be won from the boss. The experts never involve secondary leadership in their thoughts or doubts about the union negotiating program.

I, for one, favour teaching the basics to local union leadership so that they can decide with some logic what negotiations should include. Local union leadership then can tell the experts what the position should be in negotiations. Teaching the true history of Canadian trade unions and developing aims and objectives, without robbing the local treasury through lost time, will provide the necessary leadership in the days ahead.

MINIMUM WAGE

	Effective Oct. 1, 1974	Effective May 1, 1975
General, hourly	\$ 2.25	\$ 2.40
Learner Rate, hourly (Applies only during the first month of employment)	2.15	2.30
Student Rate, hourly (Applies to students under 18 who work during school holidays or who work not more than 28 hours per week during the school year)	1.90	2.00
Construction Rate, hourly (includes guards and students)	2.50	2.65
Ambulance Drivers and Helpers:		
Weekly Rate	108.00	115.20
*Hourly Rate (*If work week is less than 48 hours)	2.25	2.40

ROOM AND BOARD

The following maximum rates apply when room and board are included in calculating the minimum wage:

	\$ 9.00	\$ 10.00
Room, weekly	1.00 each or	1.05 each or
Meals	21.00 weekly	22.00 weekly
Room and Meals	30.00 weekly	32.00 weekly

UIC disqualification

By WILF DUFFIELD

This article is to caution the membership and others about a dubious practice that is being carried on by some individuals in the benefit control section of the Unemployment Insurance Commission.



Claimants are called in for an interview, are asked leading questions, and the replies are written down as a statutory declaration, signed

by the claimant and used to cut him off unemployment insurance.

Usually the statement includes an agreement by the claimant that he understands his rights and responsibilities. The fact of the matter is that most people do not understand and no effort is made by benefit control to advise them.

As an example of leading questions the interviewer says to an unemployed GM worker "I see you work at GM so you would want at least \$5.00 an hour to accept a job." The claimant, thinking that possibly there might be a job opportunity, and being educated in life where the rule is buy as cheap as possible and sell as high as you can, answers yes. He does not realize that after he has been off work for a few weeks he can no longer demand a similar wage as

he received before and is extremely confused when he receives a letter disqualifying him for restricting himself by asking for too much money. He has not even been asked if he would work for less.

Another recent example is one where a female GM employee who had back surgery some four years ago and has been on an off-line job since then, is placed on lay-off during the recent cutback because she cannot do a line operation. During her interview she explained that she requires a job that will allow her to sit down occasionally because she cannot do prolonged standing in one place.

When the statement is written down it says that she requires a seated job and she ends up disqualified for limiting her availability too much by the restriction she places on herself. This decision is in spite of the fact that her UE contributions have been made while she is doing modified work.

We are rather suspicious that this type of interview is conducted because some individuals at benefit control want to make sure they have their quota of disqualifications.

Anyone called in for an interview by benefit control would be well advised to refuse to sign the statement until they take it to the union hall for advice.

Remember, it is a statutory declaration you are making and will be difficult to refute once you sign it.

APPRECIATION

A sincere appreciation to the entire membership for electing me to the position of Secretary-Treasurer for the next three years.

I will endeavour to have a monthly financial report in the Oshaworker and be available at all times for the convenience of the membership.

Steve Nimigon

Short work week mixed blessing

By STEVE MELNICHUK, Duplate Chairman

A Short Work Week Benefit was designed to appropriately compensate anyone for an offer of less than forty hours' work in any given week.

This penalty was supposed to provide an incentive towards better and more stable scheduling, ridding us of the plague of being called in for a day or two here and there and any time. However, and

only following our redirection of this liability from the SUB to (almost exclusively) company coffers did we experience this result. Short work weeks at Duplate now are few and far between.

This reluctance on the part of the company to pay people for not working has not been without its problems. Very often there has been the obvious need for more help, which has been denied or shortchanged because of this cost factor. Other, and perhaps less satisfactory, alternatives to recalling employees has been the case. This is particularly true in the latter stages of a week as the cost mounts up. For example, anyone called in for a shift on Friday would involve about twenty dollars an hour. Not bad wages at all, but the opportunity is rare indeed and understandably resisted.

This does not mean, however, that the company can indiscriminately shut down whatever operation and shuffle people about. Our "labour pool", which is scheduled towards accommodating these kinds of situations, is very often depleted and in need of supplementation. There are three intended avenues for this — recall of employees, overtime retention, or the suspension of some work "in the department affected". This

latter means that a department experiencing shortages or need (including heat relief) should be the prime source of work reduction and labour pool. Of course, any extra people not required in that particular department may be assigned somewhere else on the basis of seniority.

Not too surprising, the advent of nice summer weather makes the weekends seem far too short. Even the long ones (including a paid holiday) are not enough for some people, who would wish them extended. This is fine, but remember the risk to the payment of such holiday. Like it or not, our agreement calls for working your scheduled shifts preceding and following the holiday to qualify for payment. This doesn't mean the loss of holiday pay in the event of legitimate reason and/or permission. However, to simply not show up, or worse, just up and leave without due sanction, could spare the company the expense of your holiday. We expect, however, that reasonable requests be extended reasonable consideration.

MEAN PERSON AWARD

My mention of the terrible state of our parking lot evoked some deserved criticism of some rather callous employees. Far too many people have had their fondly regarded automobiles severely banged up by careless parking or the opening of doors. Please extend the care, courtesy, and consideration your fellow employees should rightfully expect, and, should you accidentally cause some damage, the decency of admission and amends.

Even more upsetting is the stealing of food right from people's mouths. A very irate employee recently reported the disappearance of his lunch and stock of canned goods from his locker. This has to be the leading contender for the "meanest thief award".

Sorry if I seem to scold, but most people strongly deplore and condemn such stunts.



Chassis Plant Champs

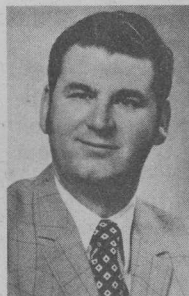
Back row left to right: Gilles Mayer, Al Denault, Doug Stone, Al Madden, Jack Frost, (trainer), Brian Kieth, Bob Delves

Front row left to right: Scott Foss, Bill Neuman, John Hay, Gilles Laperiere, Jim Elliott

Three ring circus

By JOHN KOVACS, Committeeman, Zone 54

Let's see how good your memory is. What was the two most frequent requests by the Romans 2000 years ago in the first Roman Empire?



"Bread and Circus," in that order.

It took over 1900 years for the Barnum and Bailey Brothers to invent the three ring circus. Some of you may know all this but I bet you

you don't know who was the one who perfected the three ring circus? GM's Labour Relations Staff. Ring Master is Jack O'Brien. The show is on every Wednesday and starts at 9:00 a.m. in the Labour Relations Boardroom on William Street. They were successful enough to eliminate most of the animal act, but as far as clowning goes, they're well stocked.

I don't know when the last time you were in a circus but it was one of the best sought entertainment I was looking for when I was a kid. Till May 7, 1975, (Wednesday) I thought I had seen it all. No sir. On May 7, 1975, I went up to the third step meeting as I had one of my personal grievances on the agenda. It was quite an experience. I have been in some very famous circuses in Hungary, Austria, Germany, England and have seen some in Maple Leaf Gardens. Let me tell you that never in all my years have I seen such terrific clowns, as I was confronted with on the third step meeting. Why in the name of sanity our top committee puts up with the guff up there, is beyond me.

We have to have some serious changes in our master agreement concerning the grievance procedures. A good start is to do away with the first step answer and the third step meeting. Both are nothing but a waste of time. When the committeeman tries to adjust the grievance with the foreman on the first step, and the foreman turns him down, then the grievance is filed. The same foreman who verbally turned him down now gets the griev-

ance and he is giving you the same answer "No" in writing as a first step answer. He doesn't have to give it back till the next day, so the company gained a day in the waiting game. If the grievance gets turned down on second step, the grievance reaches the boardroom where North America's best clowns put on a show.

As some district committeeman stated to me, "They never had a decent third step meeting since Howard Toaze departed from the third steps." It's really sad to watch how they're making mockery out of justice.

FEDERAL ARROGANCE

As I'm on the subject of clowns, how about the clowns in Ottawa. Three weeks after they voted themselves a 33% salary increase, they want the labour force to set a 12% wage guideline for the worker.

When your wife buys a pound of butter, she pays the same price for it as Margaret Trudeau. What a way to fight inflation. What an example. These idiots are insulting every working Canadian's intelligence.

BOB DELVE'S FLYERS, CHAMPIONS AGAIN

For the fourth year in a row, Bob Delves and the Motor Line Flyers did it again. It was an exciting final series as the Flyers played off against Bob Menard's Rad Line Ramparts and won the series two games to one.

On behalf of the rest of the League, congratulations. They proved to be a terrific hockey team again.

SPECIAL THANK YOU NOTES

First of all, I would like to take this opportunity and thank the entire General Motors Recreation Council, especially Mr. Donald Raitt for the financial assistance we have received from them. The way the prices have been going up for the Civic Auditorium without their assistance, there is no way we could have played last season. On behalf of every member of our chassis plant, #2 Shift Hockey League to the GM recreation council: **Thank you.**

If we get fortunate enough to receive your help next year, we're going to give a big banquet and all the recreation council and their families will be invited.

A PERSONAL THANK YOU

Friday night, May 2, 1975, I re-

ceived a plaque from all the boys who played in our hockey league. It reads as follows: "In appreciation to John Kovacs from Chassis Plant Hockey League for services rendered in 1974-75."

I was really touched. I could not have received anything else which I would have appreciated more than this plaque. I will treasure it as long as I live. To each and every one of you in the hockey league, deep from my heart, Thank you. You are a great bunch of guys.

GEORGE HARTWICK, RETIREMENT PARTY

The same Friday night the brothers from material handling held a retirement party for George Hartwick, who retired some two months ago. It was a successful get-together, although we had to go into work the next day, and obviously it did send some brothers home early.

I would like to thank brothers Fred Holloway and Dave Wilson who organized the whole get-together. My wife also asked me to thank you for the nice flowers she received from the boys from the retirement party.

THE CIVIL SERVANT AND HIS DOG

I have read Reuben Schafer's story which he had sent to Prime Minister Trudeau by way of a telegram. He is a great jokester, but there is lots of truth in his story.

The story is in regards in which civil servants are held:

It's a well known fact that animals often take on the personalities of their masters. An accountant, and engineer, a civil servant and their three dogs were assembled together. The accountant said to his dog: "Decimal, here are 12 cookies. Do your stuff."

The dog proceeded to arrange the cookies in two rows of six, six rows of two, three rows of four, and four rows of three.

The engineer said to his dog: "Slide Rule, here are 12 cookies. Do your stuff."

His dog first built a little house and then a bridge using all the cookies.

Finally the civil servant said to his dog: "Coffee Break, here are 12 cookies. Do your stuff."

Coffee Break promptly ate his 12 cookies, devoured Slide Rule's and Decimal's cookies, impregnated both of them and left two hours before the meeting was scheduled to end.

Like master, like dog.

MEETING

Local 222, U.A.W.
Retirees Meeting
June 9, 1975

at
1:30 pm
in the U.A.W. Hall
44 Bond Street East

EMPLOYMENT STANDARDS ACT

Continued from page 1

accrued, to the commencement of her leave of absence.

VACATION WITH PAY

Prior to January 1, 1974, an employee was entitled to one week's vacation with pay after completing the first 12 months of employment. The pay for that week was 2 per cent of the gross earnings for the 12 months. Each following year the employee was entitled to two weeks' vacation with pay and the pay must be 4 per cent of the gross earnings for the 12-month period.

Effective January 1, 1974, an employee is entitled to two weeks' vacation with pay each year starting with the first year of employment.

Vacation pay was required at the rate of 2 per cent for the first 12 months of work, prior to January 1, 1974, and 4 per cent for any work in excess of 12 months, or after January 1, 1974.

If an employee ceases to be employed, any vacation pay owing at the time of termination is payable within seven days.

SCHOLARSHIPS

The Local 222 Scholarship applications are now available at all high schools in the Oshawa area.

All children or dependents of Local 222 members who are graduating this year and continuing their education may obtain a form from their high school or the UAW Hall.

These forms, along with a copy of your marks, should be sent to the UAW Hall, 44 Bond St. East, Oshawa, no later than July 15, 1975.

Pat McCloskey, Chairman
Scholarship Committee,
Local 222, UAW

North and west plant problems

By PETER DEVOS,
Zone 30 Committeeman

We finally have the dates set for the two-week vacation period in the cluster department and in the stamping plants, which are the weeks of July 21 and July 28. Hopefully, all the leave-of-absence applications will have been satisfactorily settled by the time you receive this edition of the Oshaworker at your home. I would like to remind you that any of the brothers and sisters who would like to work during the changeover period to make sure that you fill out the form to remain at work.

Brother Paul Larkin, our Health & Safety rep, and I took a tour through the stamping plants on May 14, and I was amazed at the many unsafe situations that exist in this area. I certainly like to see supervision practice

what they preach about safety as there certainly is more to it than safety glasses. I will press for better and safer conditions all through the zone that I represent, and will try to make a habit of reporting those problems either to you directly or through the Oshaworker. Any problem concerning health or safety, I would appreciate being called in on.

It is good to see so many of our people coming back into the zone from lay-offs and transfers, and, if you have any problems, feel free to talk with me when I walk through your area or, even better, introduce yourself so that we together can make this a better place to work.

Your grievances are at the following step as of May 15: A30433, R.R. Ricard, second step; A3623, C.R. Yarrow, second step; A30431, H. Aldred, second step; A26857, J.B. Leith, second step; A12217, P. Pearsall, second step; A27771, D. Lee, second step.

Remember, you have the right to call your committeeman on any problem.

Thirty-eighth bowling anniversary

By LILL BRAUND

The UAW Ladies Auxiliary No. 27 enjoyed ending this season of bowling by holding its annual banquet on April 19, 1975 commemorating thirty-eight years of bowling (1937-1975).

Invited head table guests were Mr. Abe Taylor and Mrs. Taylor representing Local 222, President Mrs. Morris Love and Mr. Love representing Auxiliary No. 27, Mr. Bruce England, manager of Motor City Bowling Lanes and Mrs. England, Mrs. Ethel Thomson still very ably presiding for this her 38th year of bowling and as president of our very active Bowling Club. Mrs. Hazel Farrow, Vice President; Mrs. Ruth Hopson, Financial Secretary; Mrs. Harry Fitchett, Recording Secretary, and Mr. Fitchett; Mrs. Harold Braund, Press Reporter and Mr. Braund; Trustees, Mrs. Etta Thursby and Mrs. Charlie Fogal and Mr. Fogal; Flower and Card Convenor, Mrs. Harold Chapman and Mr. Chapman.

Our Bowling Club was very excited and pleased this year to be presented with a new trophy donated by Local 222 which was won by the "Angels" team. "Congratulations." Consolation Winners, The Strikers, who received the Auxiliary No. 27 Trophy.

High average; going to Barb Smith (202) receiving the Thomson Memorial Trophy. High Triple; Marg Fitchett (761), High Single; Loretta Gowley (313). Most improved bowler; Verna Parker received the Diana King Trophy. Low Score; Fran Hurvid. Tied for Hidden Score; Elsie Bathe and Jackie Finn.

Points — first section: "Angels" Isabel McFarlane's Team. Points — first section "Rosebuds" Jackie Finns Team. Points — second section: "Happy Go Luckies" Loretta Gourley's Team. Pins — second section: "Ding A Lings" Marg Grays Team.

A delightful part of the evening was the presenting of a lovely col-

oured portrait of Elsie Bathe our oldest bowler (82 years young).

Recognition was given to the winning team for bringing home the Inter-Area County Trophy from Woodstock on April 8th, 1975. The surprise of that day was the unexpected cheering section that showed up urging the girls on to win. They were our guests for the banquet. Each of the six girls were presented with a lovely silver Maple Leaf pin from the president Ethel Thomson and a pen each from Bruce England of the Motor City Lanes.

Wishes of continued good Health and good luck must be extended here at this time to our three original bowlers, who along with our president Ethel Thomson, began the UAW Ladies Auxiliary No. 27 Bowling Club in 1937. The other two ladies are Jen Thomson and Hazel Farrow.

More new sisters were initiated into the Auxiliary Bowling Club again this year. Had this been an audition for choosing the prettiest "gal," I'm quite sure the long haired brunette would have taken first prize.

An added attraction was a small auction held, with Bruce England taking the much admired prize of the evening.

Door prizes were won and draws made on several lovely gifts.

A meeting of the bowling club will be held on April 29th, 1975 - 2 pm. The evening concluded with much fun and dancing.

New Executive for 1975-1976:

President — Ethel Thomson
Vice President — Verna Parker
Treasurer — Ruth Hopson
Recording Sec. — Marg Fitchett
Press Reporter — Lillian Braund
Flower and Card Convenor — Marg Gray

Trustee — Etta Thursby.

Bowling will resume on Tues. Sept. 9th, 1:30 pm and we wish to extend an invitation to any Auxiliary 27 member to come and join our bowling club. A lovely summer to all.



1,500 workers back OFL brief

By RUSS RAK

The above photograph shows some of the 1,500 or more placard-carrying trade unionists that took part in the mass rally at Queen's Park on Wed. May 21.

The rally was organized by the Ontario Federation of Labour (OFL) to coincide with, and add support to, the federation brief that was presented to the Tory cabinet by the OFL executive that day.

The brief covered a large spectrum of issues and dealt with measures necessary to improve the economy, control of foreign ownership, housing, agriculture and farm labour, employment standards, women and equal opportunity, child care, labour relations, rights arbitration and the no-strike bar, occupational health and safety, workmen's compensation, pension and education.

The section dealing with the economy noted "most of the economies of the western world are in a recession generated by the oil crisis and high prices." In Canada and specifically, Ontario, "A depression of the calibre of 1929 is not to be entirely discounted. Nonetheless we do believe that a full scale recession is imminent and the corporations whose profits have been the highest since 1951 expect the workers to carry the main burden of such a recession. We will resist the attempts to erode workers' living standards."

"The cost of living," the brief said, "has gone up by 20.4% in the past two years. Food alone rose by 37% during that time. These price

increases have caused a rapid erosion of the purchasing power of the workers' earnings. "Our effort should be directed to restore the kind of living standards that we had succeeded in achieving before the inflationary period set in. In addition, we have to improve our lot so that tomorrow will be better than yesterday. "We see no alternative but for the workers and their unions to seek larger wage increases and cost of living escalator protection for the sake of their families and to protect and advance their standard of living."

Although the turnout for the demonstration was somewhat less than organizers would have liked to have seen; nevertheless it was a fairly good turnout for a working day.

UNITED POLITICAL ACTION

But despite that, the demonstration was an excellent show of united political action by dozens of different trade unions. There were workers there from as far away as Sault Ste. Marie, Ont. It also indicates the growing concern of organized labour about the increasing unemployment and inflation, and the lack of government action on these issues. The presence of 1,500 workers at Queen's Park will have much more influence on the government than just the OFL executive officers alone, meeting with the Tory cabinet to present labour's brief.

The workers are beginning to realize that only the government has the legislative power and authority to create new jobs, control monopoly profiteering and thus control inflation. These issues cannot be gained at the bargaining table. However, workers are also becoming aware that the old-line political parties, especially the Tories and Liberals, serve the interests of the big multi-

national corporations, and protect the skyrocketing profits of these monopolies at the expense of the Canadian people. These capitalist parties are responsible for legislation that is creating unemployment and adding to inflation. To cite a few examples: The government brought in the Auto Pact in 1965. This has permitted the auto companies to rationalize production and import cars from the U.S. duty free. Canada had an auto trade deficit with the U.S. of \$1.3 billion in 1974.

The government has reduced the duty on imported tires from 17.5% to 12% so that it is cheaper to import tires. Now, 290 workers (over 50%) are being indefinitely laid off at Whitby Tire.

Last year the government increased the price of Canadian oil by \$2.50 a barrel. Over a third of the increase went to the oil monopolies in the form of higher profits. Now the government is again talking about increasing oil prices, after just giving the U.S. controlled oil monopolies \$1.5 billion of tax payers money. This increases the cost of everything and thus adds to inflation.

We must realize that the present governments, provincial and federal, will not do anything about unemployment or inflation out of concern for the welfare of the workers. The only force that can compel the governments to act is mass political action by the working class of Canada. Therefore there will have to be many more demonstrations like the one on May 21, not just by the OFL, but by the Canadian Labour Congress as well.

Adequate living standards and full employment are a government responsibility. Every Canadian willing and able to work, should be guaranteed a job at decent wages as a right.

Gasping in Parts and Service

By JACK COOK,
District Committeeman,
District 7

SUSPENSIONS

One of the biggest problems in parts & service is when an employee runs into a minor problem with his supervisor. The supervisor tells the employee to go to the Board Room. This upsets the employee to the extent he refuses until he gets his union rep.

The employee then finds himself disciplined because he fails to follow the instructions of supervision. On numerous occasions, I have asked the foreman to tell the employee to go to the office or table, and then tell the employee also he will get him his committeeman. I feel this would solve our problem. If you run into this problem, ask for your committeeman, go to the office and remain silent until you have discussed your problem with your union representative.

HEALTH & SAFETY

I agree with all the parts em-

ployees on the problem of gas fumes and pollution caused by the gas-operated lift trucks. This is trying to be corrected by your committeeman and health & safety rep. If at any time you feel the fumes are bothersome or you feel they are impairing your health, call your committeeman or get him on his safety day, and he will have the safety rep come in and take a test of the area involved.

I strongly recommend electric trucks in parts & service. We only received six out of 41 in the last set of negotiations. This will be one of our strongest demands again in the 1976 negotiations.

CASUAL OVERTIME

Casual overtime always causes a few problems in parts when some of the employees are not asked to work, and they feel they should have been asked. Because of the combining of both shifts at Christmas time, the three days are not recorded against the employee. The refusals and the employees who work are recorded, and the company go right down the line by seniority and classification. These people will not be asked again

until all the other employees are asked to work. This was agreed to by the past district committeeman because, if the company went by the shift who was on days when the holidays came along, one shift would get the holiday work continually every year. Outside of a very few exceptions, the overtime spread by classification and by foremen's groups are very evenly matched in parts & service.

GRIEVANCES

Our International Rep, Dennis Tyce, the Plant Chairman, Tom Thompson, and myself were around parts last week investigating some of our fourth step grievances, and the results look fair.

I am still waiting for labour relations, Dallas McLean, to come in and investigate the rest of our fourth step grievances. I will be giving him another reminder. These grievances should be cleaned up.

I wish everyone going on early vacations a safe and pleasant trip. If you need your union rep, do not hesitate to give him a call any time.

DINNER AND DANCE

Oshawa — Whitby NDP Federal Riding Association will be holding an informal evening with Ed and Lucille Broadbent on June 14, 1975, in the Credit Union Hall, 322 King Street West, Oshawa.

Candlelight and wine dinner to be served at 7:00 pm. Dance from 9:00 pm to 1:00 am dress optional.

Tickets: \$10.00 per person and may be obtained at the following:

NDP Regional Office,
3 1/2 Simcoe St. South,
Oshawa.

UAW Hall,
44 Bond St. East,
Oshawa.

THE OSHAWORKER

Published bi-monthly by Local 222 of the United Automobile, Air craft and Agricultural Implement Workers of America, 44 Bond St. East, Oshawa, Ontario, affiliated with the Canadian Labour Congress.

To the readers
The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. The Oshaworker reserves the right to edit material submitted.

Editor: Lloyd Clarke
Editorial Board: Albert Taylor,
Wm. Harding, Tom Simmons

FOR SALE

90 CC HARLEY Davidson 1973, asking \$475.00, 50 cc Honda Mini Trail 1971, asking \$225.00, both in excellent condition. Call: 668-8005

TWO TIRES L-78 by 15, very good, \$10.00 a pair, 3/8 electric drill \$10.00, 7 1/4 circular saw \$20.00. Apply: 237 McNaughton Ave., Oshawa.

SIMPLICITY WRINGER washer with pump and timer, 2 camp cots, one space saver, spare tire 735 by 14, new. Call: 723-9933

STOCO — LAKE — TWEED, 3 bedroom furnished, insulated, panelled, Lake front 80 by 200, good fishing, asking \$16000.00 or best offer. Call: 725-6730

1958 CHEV. 4-door, 6 cylinder, standard shift, motor and interior A-1 condition, needs some body work, sell as is. Call: 725-1619

ONE GENERAL Torsion Bar Trailer hitch, complete \$40.00. Apply: 351 Leslie St., Oshawa.

1974 HOUSE TRAILER, sleeps 6, complete with furnace, T.V., aerial, toilet, fridge and stove, spotless condition. Call: 728-5353

30" MOFFAT STOVE, in good condition, \$60.00 or best offer. Call: 655-4218

1968 - 18' GOLDEN falcon housetrailer, sleeps 6, washroom, stove, oven, gas fridge, ten foot canopy. \$2995.00. Call: 728-6316

FOUR BEDROOM, 2-storey home in good condition, finished family and laundry room, all appliances included \$48,900.00, North-west location, direct route to Toronto. Call: 723-9102

1969 RAMBLER TRAVEL Trailer, 14 ft., 3-burner gas stove, fridge, two propane bottles, electric brakes, awning, spare tire, many extras \$1300.00. Apply: 57 Tecumseh Ave., Oshawa, Ont.

14" and 15" G.M. rims, rubber floor mats, blue, 15" Buick brake drums, one cylinder head for 429, rocker chair. Call: 725-0540

ONE PONY SADDLE. Call: 725-9479 after 5:00 p.m.

TWINDLE WINDOW and trim, 5 ft. by 5 ft. \$50.00. Call: 623-2367 Bowmanville.

WALNUT BEDROOM suite, headboard, footboard, chest of drawers and vanity, \$150.00. Call: 723-8613

26" BLACK AND WHITE Console T.V., A-1 condition, General Electric refrigerator 13 cu. ft. Call: 728-2623

ZENITH T.V., 26" black and white console, dark brown Sklar recliner and red side wing rolled arm chair, excellent condition. Call: 576-8070

TRUCK CAP, excellent condition. Call: 985-7669 Prince Albert.

LEAVING THE PROVINCE — contents of 3 bedroom home, T.V., Chesterfield, beds, lamps, tables, etc. Something for everyone. Call: 728-6085

COMMUNION DRESS, white \$10.00, complete Brownie dress, size 8 \$10.00, both like new. Call: 576-8697

GREEN CHESTERFIELD in good condition \$115.00. Call: 623-5104 Bowmanville.

BATHROOM CABINET, 3-piece round hassock, umbrella table, redwood patio-table, coleman jug, Hibachi, meat slicer, round tables, hi-fi, radio, record-player etc. Call: 668-1204 Whitby

COMMUNION DRESS size 8, wringer washer, 3 skirts size 12, two spring coats size 3 and 12. Call: 723-4845

1973 MINI BIKE, Yamaha 80 Enduro, used only in 1974, excellent condition, electric stove 40" \$25.00. Call: 728-3639

1972 HONDA CB350, excellent condition, like new, only 2,200 miles. Call: 579-0046

11-PIECE SET of L.H. Northwestern golf clubs with head covers "Byron Nelson" Sig. clubs, bag and cart, like new \$140.00. Call: 987-4547 Newcastle.

ONE MASSEY FERGUSON 5 horsepower riding lawnmower, ladies bicycle medium size, both excellent condition. Call: 723-5739

BABY CRIB AND MATTRESS, walker, stroller (Zellers). Call: 576-0325

TRAVEL BAGS, electric blanket, dial-a-matic food cutter, serving oven, bath mat sets, dishes, pans, many other small household articles. Call: 723-4813

ALUMINUM WINDOWS, stainless steel sink, boy's 20" CCM mustang, girl's 20" Panther, oil space heater, baby walker, girl's clothes up to size 2. Call: 723-7948

ONE VOX CHALLENGER twin pick-up with case and strap. Call: 723-6766

OTTO TRAILMASTER tent trailer, full hardtop, ice chest, sink, stove, spare tire, propane tank and aluminum door, sleeps 6. Call: 728-9859

GAS MOWER \$25.00, hand mower \$6.00, new 13" tire \$10.00, silver cross carriage \$23.00, Gendron stroller \$20.00, folding mesh playpen \$9.00. Call: 728-0816

CHROME KITCHEN table & chairs, excellent condition. Call: 725-3843

CEDAR TREES for hedges. Call: 728-2098

TENT TRAILER, 65 Model Road, Knight Roadworthy only \$200.00, seen at 101 Colston Street, Brooklin, evenings or weekends. Call: 723-2738

TROYNOR BASSMASTER amplifier with 6-10 bottom, like new \$300.00 or best offer. Call: 728-3697

SNOWMOBILE MERCURY M/X 440, excellent condition, asking \$1100.00, paid \$1500.00, new. Call: 576-8988 or 728-2760

FRENCH PROVINCIAL T.V., black and white \$50.00, good condition, 3 speed racer \$25.00 adult size. Call: 723-9941

TRENT SYSTEM COTTAGE, 50 miles from Oshawa, 3-bedroom, electric heat, piped-in water, toilet, boat-house, tool-sheds, two docks, patio-barbecue, excellent fishing. Call: 985-7749

CCM LADIES BICYCLE, 26" frame, one sidewalk bicycle, 20" frame, boy's or girl's convertible, both in good condition. Call: 263-2681

ONE THICA MODEL 500 12 gauge vent rib deluxe pad, 28" barrels full mod. one maculate con., one year old, new \$350.00, asking \$275.00. Call: 983-5787 Newcastle, after 5:00 p.m.

SWAP COLUMN

Next Issue: June 19, 1975

Deadline for News and Ads — Friday, June 6, 1975

BICYCLE, Hall runners, dishes, ladies dresses and coats, girl's 10, 12, 14 pants, dresses, shoes, skirts, shirts, sweaters. Call: 725-5306

THREE 700 by 15.6 ply for truck, two H78 by 15. Apply: 248 Toronto Ave., Oshawa.

14 FT. MOULDED plywood boat, 40 horsepower Johnson, trailer and cover. Call: 723-8275

CHESTERFIELD and matching chair good condition, also chesterfield and chair and fridge suitable for cottage, child's volkswagon pedal car. Call: 728-2661

ONE ACORN FIREPLACE, excellent condition, asking \$350.00 or best cash offer, one stereo hi-fi, Philips, 5 years old, good condition \$100.00. Call: 728-8504

MOFFAT 10.8 cubic ft. fridge and stove \$120.00, 54" bedframe and spring \$25.00, telephone \$15.00, 54" spindle colonial bedframe \$50.00. Call: 723-0492

WORMS FOR SALE at 300 Anderson Ave., Oshawa. Call: 728-8190

ONE THOMAS ORGAN by Heatherkit with colour-glo. Call: 728-9810

COMPLETE LIVING ROOM set, 2 end tables, coffee table, 2 lamps, bed, chesterfield matching chair, \$125.00. Call: 725-3251 after 3:30 p.m.

TWO GIRL'S BICYCLES 20" and 24" frame. Call: 728-5380

THREE POINT HYDROPLANE dead mans throttle steering wheel \$100.00. Call: 683-3269 Ajax

FRIDGE FREEZE UPRIGHT \$475.00, new condition, door frame and jam 6 by 6 - 2 ft. 4 inches \$15.00, 24 ft. above ground pool. Call: 725-1668

1968 WOODS TENT TRAILER, sleeps six, with dining room tent, stove, hibachi \$500.00, 3 bicycles, all in A-1 condition. Call: 579-1321

WINDOWS WITH aluminum storms and screens, various sizes, also stair rods, louver bifold door, linoleum tiles, clapboard and stroller. Call: 623-7650 Bowmanville.

1967 DELMONT 88, good running condition, good tires, extra snow tires, had valve job done last Spring, asking \$350.00. Call: 683-2388 Ajax

18 FT. OVAL swimming pool and all accessories. Call: 1-355-3295 Colborne.

1966 INTERNATIONAL VAN, 53,000 miles, good condition, fridge, water tank, carpeting, insulated, wall panelled, sleeps four, \$1250.00, certified. Call: 623-7791 Bowmanville.

ONE BANKSHELF, single bed, two Duncan Fife extension tables and two chairs. Call: 725-8281 between 9:00 a.m. and 9:00 p.m.

FURNISHED COTTAGE, livingroom, dinette, kitchen, 2-piece bath, two bedrooms, toolshed, easy financing existing mortgage. Apply: Caesarea, next to fish and chips store.

ONE QUIET SADDLE HORSE guaranteed to be good with children, trained western, 20" coloured console T.V. Call: 725-1928

TWO WOOL CARPETS, 6 by 9 with or without rubber pads, beige, reasonable, single bed sheets, perma press, utility table. Call: 668-3242 Whitby

ENGLISH PRAM \$50.00, stroller \$10.00, McLaughlin cutter beautifully re-finished with velvet upholstery plus black metal body \$475.00. Call: 983-5185 Orono

14 FT. FIBERGLASS BOAT, 28 horsepower motor, convertible top, trailer, good condition. Call: 723-9137

BOY'S SPORTS JACKET size 10, like new \$15.00, Custom Craft Jig Sabre Saw, used only once \$35.00. Call: 728-9222

BEATTY WASHER, stainless steel tub, in good working order. Call: 728-8557

ONE HIGH-RISE boy's bicycle, one Moffat range 24". Call: 725-5567 after 4:00 p.m.

1971 OLDSMOBILE CUTLASS Supreme, 30,000 miles, 350 4 barrel, 2 door, buckets, console, \$2,300 firm, burnt orange, defogger, clock, certified. Call: 579-3633

8-PIECE MAHOGANY dining room suite, Chippendale style \$790.00, Oak court cupboard, flower design \$325.00, all in good condition. Call: 725-1035

ONE NEW ACORN fireplace \$80.00, one Hoover spin dry washer, like new \$100.00. Call: 623-6048 Bowmanville.

CHROME KITCHEN SET \$25.00, boy's 20" high-rise bicycle, banana seat \$25.00, 9 ft. by 10" Propylon carpet, rubber underpad \$25.00. Call: 723-7101

THREE BEAUTIFUL bridesmaid dresses, yellow floral print with matching jackets, two size 11 and one size 13, half price. Call: 728-8496 after 4:00 p.m.

DURO WATER PUMP and motor, good condition. Call: 983-5118 Orono

WEDDING ENSEMBLE including white satin dress, headdress, crown, two short blue satin dresses with head-dresses, complete outfit \$30.00, size 12-14. Call: 725-7297

1973 NOVA, 350 4 barrel, 4 speed, Suzuki 350, 6 speed, also Honda 360, 6 speed, 1974. Call: 723-4327

20" BLACK AND WHITE Electrohome console T.V., good condition, best offer. Call: 728-4219

TWO DOORS, 29 1/2" wide 6 ft. 7" high, 28" wide 6 ft. 7" high, new and used lumber. Call: 723-7189

GENERAL ELECTRIC DRYER, baseboard heater, long white dress size 18, suitable lodge work. Call: 725-6613

SUIT CASE \$8.00, green hall runner 34" by 9 ft. 6" \$10.00, dining room, hall, bathroom light fixtures \$8.00, for the three. Call: 723-4542

30 HORSEPOWER MERCURY Outboard Hydroplane motor with two racing props and steering bar \$350.00, Goodyear tire 8.15-15, like new \$10.00. Call: 576-3038

CORD FIREPLACE - wood \$20.00, fireplace mantle 5 1/2 ft. \$6.00, two double beds, head and footboards - sides, one spring \$10.00 each. Call: 623-2661 Bowmanville.

1973 CHEV. VAN, 350 4 barrel, power steering, power brakes, heavy duty suspension, 30 series, Ziebarted, insulated. Call: 623-5087 Bowmanville.

1964 Rambler, 6 cylinder motor and body - good, no plates \$150.00, 1964 Pontiac Station Wagon with plates, running good \$250.00. Call: 723-3095

TRAYNOR CUSTOM SPECIAL guitar amplifier with 8-10 inch speaker cabinet, excellent condition, must sell, \$275.00 or best offer. Call: 725-3177

C.B. MOBILE TRANSCEIVER, 23 channels with S/R.F. meter, noise blanker, public address feature, mobile mounting bracket, manual. Call: 985-3745 after 7:00 p.m.

1974 KAWASAKI, 100 cc, cross country, like new. Call: 728-5365

1973 KAWASAKI MOTORCYCLE, 500 cc, excellent condition, 7000 miles, best offer. Call: 985-3481 Port Perry

MINI BIKE \$100.00. Call: 655-3720 Brooklin.

RABBIT CAGES with trap and feeders, also Boston Terrier pups, registered, needles. Call: 728-9122

TWO WOODSTOVES. Call: 725-7219

CEDAR POSTS 3" to 8" tops, 8' lengths, orders cut on call to different lengths. Call: 623-2071 Bowmanville.

ONE ROYAL BLUE CHESTERFIELD and chair, good condition. Call: 728-0802

THREE-PIECE SET walnut tables, range-ette, 2 complete wood basement windows 36" by 20", kitchen table, lacrosse equipment, living room drapes. Call: 723-9636

ONE LADIES BICYCLE, one broadloom gold colour, good condition. Call: 725-0803

1973 BUICK LE SABRE sedan, Zeibart, A-1. Call: 728-5877

1974 CHEV 1/2 ton pick-up, 350 standard transmission, heavy duty suspension, aluminum cap. Call: 986-5071 after 6 p.m.

1965 CHEVROLET VAN. Excellent condition. Call at 290 Cordova Rd. Oshawa: 725-5101

1974 ASTRE G.T. hatchback, 4 speed, undercoated, wide ovals, snow tires \$2850.00. Call: 728-6316

TWO WELCH PONIES, well broke single and double harness, three piece bathroom set suitable for cottage. Call: 263-8474

ADD A ROOM with canopy for 8 ft. Starcraft hardtop camper, (add a room is new) \$190.00. Call: 728-8684

MEN'S GREEN BLAZER, size 40, paid \$55.00 selling for \$15.00, just like new. Call: 723-2604

CHROME KITCHEN TABLE and four chairs, plus two end tables, plus two large lamps, \$40.00 for everything. Call: 576-6986 after 5:00 p.m.

WARDROBE OF LADIES modern coats, kitten pant suits, slims, skirts size 16, sell for new. Call: 725-5189

JUNKING 1968, 1969 CHEV., all mechanical parts and all body parts in good condition. Call: 576-7065

WHITE DOUBLE BEDSPREAD and drapes, size 72" wide by 45" long \$25.00, soccer shoes sizes 4, 5, 7, \$4.00 each, good condition. Call: 728-6680

TWO GIRL'S BICYCLES, 24", 28", child's Thistle Maverick bicycle, training wheels \$25.00 each or best offer. Call: 263-2755 after 4:30 p.m. Hampton.

PHILIPS CASSETTE RECORDER, used very little \$30.00. Call: 725-7544

HOMEMADE LAMPS - these lamps are for end tables, not sold in stores, made of solid walnut birch wood \$200.00 pair. Call: 725-4289

GARDEN TOOLS, table and chairs, circular clothes line, dishes, cocktail table, picture frames, bathroom curtains, many other household items. Call: 725-8645

WOODEN SCREENS 37 1/2" by 34 1/2", 35" by 20 1/2 \$2.00 each, twindle double glaze window 50 1/2" by 74" \$50.00, 4 burner gas range \$45.00. Call: 623-3434 Bowmanville.

22 NYLON MODEL 66 \$50.00, single shot 22 \$20.00, 303 sporterized (with recoil pad) \$50.00, 18 cubic ft. freezer \$225.00. Call: 985-7017 Port Perry.

BOAT, MOTOR AND TRAILER, 2 wheel box trailer, record player, seat for Suburban Station Wagon, girl's bicycle, small writing desk. Call: 728-3297

Continued on page 8

HONDA

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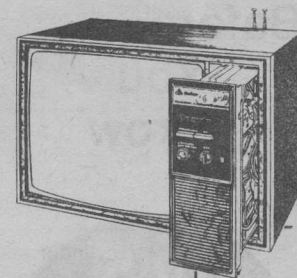
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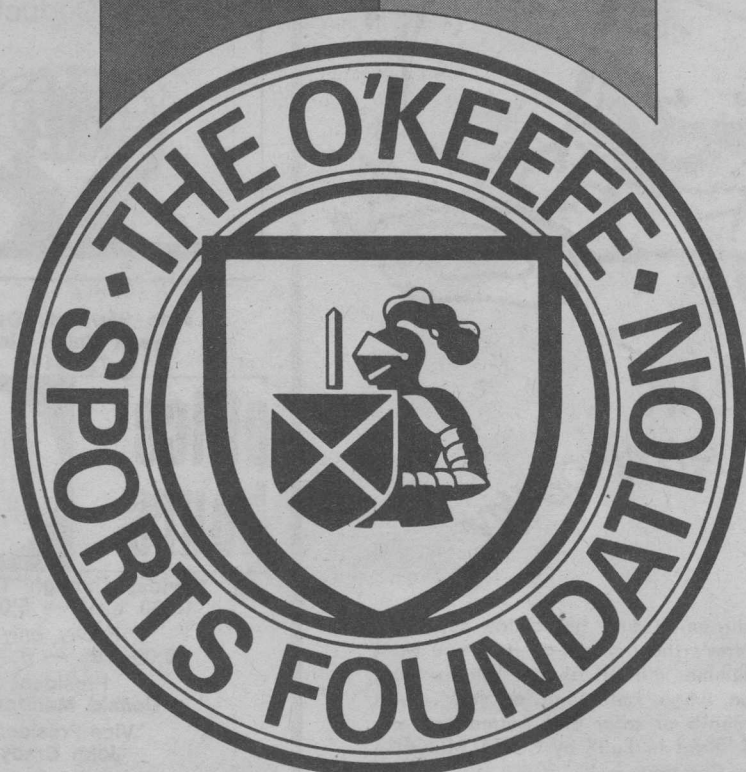
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Veteran's credited service

By **TOMMY THOMPSON**,
Chairman,
G.M. Shop Committee

On Thursday, May 15, 1975, we presented a resolution to the GM membership at the regular GM Unit meeting asking for the re-opening of the GM-UAW pension agreement to allow us to negotiate for Veteran's Credited Service in 1976 rather than 1979. I'm happy to say that the resolution was passed at this meeting and copies of this resolution have been sent to: UAW Canadian Council and to the International Executive Board.

LAY-OFF WORKERS TO BE RECALLED

By the end of this month, approximately one thousand of our members will be given the opportunity of replacing other members who are out of the Plant on vacation. The following piece of correspondence gives a complete explanation of the agreement that was reached by the GM Shop Committee on behalf of our laid off members.

Dear Mr. Thompson:

In order to grant employees leave for purposes of vacations, replace-

ments may be required and will be obtained in the following manner:

1. In the event seniority employees are permanently laid off prior to June 2, 1975, they shall be given the opportunity of working as vacation replacements but they shall not establish their seniority rights in the departments to which they are assigned. Failure to accept work as a vacation replacement will not result in the breaking of their seniority pursuant to the provisions of the Master Agreement;

2. Seniority employees who are permanently laid off subsequent to June 2, 1975, excluding those laid off as a result of model changeover, shall also be given the option to accept work as vacation replacements as outlined above;

3. In the event that there are still insufficient vacation replacements available, Management may obtain such additional people in accordance with past practice which may include the hiring of new employees. Such additional employees shall not establish seniority rights in the departments to which they are assigned but shall, subject to the provisions of the Master Agreement, establish seniority rights with the Company.

Yours truly,
C.K. Greenman
Director
Labour Relations
Personnel Department

"DUTCH TURNER"

In previous editions of our

Oshaworker, I've expressed my wishes for a long and happy retirement for each and every one of our members who have retired. In this edition I would like to express these same wishes to an old friend and ex-hockey coach of mine, Dutch Turner. Dutch Turner is a previous Director and present Vice President of the minor hockey association and he has spent over 40 years working with young boys in our community.

On May 2, 1975, "Dutch" Turner was honoured at his retirement dinner at the Oshawa Curling Club and sharing in the festivities were Dutch's friends from salaried personnel and his hourly rated co-workers. The brothers that I talked to have explained to me that they all felt that you didn't work for "Dutch Turner" but with him, Dutch always gave 100% and he never asked anyone to do something that he wouldn't expect to be asked to do himself.

Dutch Turner stressed the importance of honouring the contract that was negotiated between the employer and employee and in my opinion he respected the feelings of our members. This total co-operation made his days with GM productive and will make retirement and the future for "Dutch" enjoyable and his closing remarks at his retirement dinner summed up his philosophy with the biblical quote, "Do unto others as you would have these do unto you."

Skilled Trades cases

By **JUNIOR McMULLAN**,
District Committeeman
RESULTS FOURTH STEP
APPEAL CASES

Dept. 49, CN-400, M. Julicher, Overtime, WWP*; Dept. 12, CN-403, R.A. Yoo, Overtime, 1 Group; Dept. 12, CN-405, J. Fraser, Overtime, 1 Group; Dept. 12, CN-404, E.L. Pattenden, Lay-off, Answer. Dept. 12, CN-406, G. Szabados, Lay-off, Answer. Dept. 12, CN-437, P. Lesley, Lay-off, Answer. Dept. 12, CN-438, A.G. Farrow, Lay-off, Answer. Dept. 49, CN-432, C. Doiron, Parking Lot, Posts Installed. Dept. 48, CN-457, S. Chomniak, Experimental Welder, WWP; Dept. 12, CN-530, F.J. Smith, Holiday Pay, Company Will Pay; Dept. 12, CN-529, R. Nicholson, Holiday Pay, Company Will Pay.

Leaders On Inverse Lay-off — WWP, All Back As Leaders: Dept. 12, CN-549, A.T. Stevens, Dept. 12, CN-551, T. Hurst; Dept. 12, CN-553, H. Piekarski; Dept. 12, CN-554, O. Sponer; Dept. 12, CN-555, N.R. Cook; Dept. 12, CN-588, F. Sturch.

Dept. 12, CN-550, P.B. Wilkins, Inverse, Company Answer. Dept. 12, CN-552, B. Budai, Retired; Dept. 12, CN-617, W.P. Peter, Personal Business, WWP; Dept. 49, CN-655, P.D. Cann, Seniority, Resolved Prior; Dept. 36, CN-, A. Van Lith, Promotion, WWP; Dept. 36, CN-621, A. Van Lith, Lay-off, WWP; Dept. 49, CN-672, R. Ellis, Promotion, Disposition Future.

*WWP — Withdrawn Without Prejudice.

I have over thirty more cases waiting to be heard at the fourth step with D. Tyce, International Representative, and the company. I moved the case of S. Chomniak, Appeal Case CN-457, to arbitration. This case, CN-457, involves the company using experimental mechanics to perform welding work in the confines of the experimental building.

The company claims we have failed over past negotiations to gain transfer rights into department #2 experimental for any trades. I claim this does not give the company the right to use mechanics, etc. to perform welding work or violate any of our trades.

NEW BATTERY PLANT

The company is still trying to change the plant to a new department number. I informed the company they can have Department #49 or remain the same number, Department #48, which is the company's right. On the dispute with the company on outside contracting in the battery plant, we now have all our electricians, pipefitters, millwrights, tinsmiths, and welders back to work. In fact, we also have some of our laidoff trades from tooling, machine repair, painters, supplementing the above-mentioned trades.

TRS food satisfactory

By **JOE JARVIS**,
Committeeman, Zone 14

Hats off to the staff of TRS Food Service. Since their arrival in the body shop cafeteria last August, most of our requests have been honoured. The manager, supervisors and girls have all been most co-operative. We have had a few small complaints, most of which have been rectified when brought to their attention. Most of my group seem very happy with the food and service. The machines have been pretty good. The addition of the micro-wave ovens has assured us of a good hot sandwich whenever we want one. The recent buffet sure seemed to go over big, from the looks of the plates leaving the cash register with every one getting their money's worth.

So in closing, if anyone has any complaints or suggestions as to how we would like something changed, let's take it to the girls in the cafeteria or your committeeman.

TOOLING TRADES — LAY-OFF NOTICES Tool & Die Toolmakers

Sixty-five notices issued for July 11, 1975. This would affect all tooling back to January, 1963. I am hoping to negotiate an inverse lay-off similar to last year for our tooling trades, if the company has such a lay-off.

Heavy and Light Machinists

Twenty-five notices — June 13, 1975.

Patternmakers

Six notices — May 9, 1975.

CKD — Battery

By **JACK GARDNER**,
District 8

At the time of writing CKD have 26 employees laid off by inverse seniority. Six will be recalled May 26th, the remaining twenty on June 2.

To receive the adjustment on the cost of living (which kicks in the week of June 2) on your vacation pay, an employee must work, be on vacation or the status of leave-of-absence for

vacation purposes. An employee who is on lay-off, S&A benefits or compensation the week of June 2nd will not receive the adjustment on his vacation pay.

Changes in export are being introduced in the west plant CKD to reduce costs by shipping larger quantities on XCO's which results in less boxes, less shipping, less manpower although the number of sets to be shipped may increase from the present seven to ten or eleven. Even with this new export method a prosperous outlook for CKD for the 1976 model year production is evident as the company has indicated for late September the increase in production could result in a swing shift completely, two weeks days and two weeks nights.

Vacations for CKD are settled finally and we hope the majority are satisfied. Co-operation from brothers Howie Kellock and Franklyn Sweet, their persistence, patience and knowledge helped very much in resolving many of the problems. We also appreciate the co-operation from CKD management.

Battery department discussions are resuming as the company have indicated their off the tag relief and rotation of jobs, but still want a separate division namely division #4.

Some new jobs will be introduced such as dynacast operators, linklater operators, plastic prep line operators, and diesetter plastic moulding operators etc. We intend to look closely at these operations and discuss wage rates, also combining some of the existing classifications with the higher rates of classifications combined being paid.

Vacations are July 21 and July 28 for battery, CKD, the foundry being July 28 and August 4th.

A lay-off in the battery department will commence July 4th, employees will go down with their jobs and be subject to recall after vacation period. Some employees are being approached to work in the new battery complex with the understanding their vacation will be in August. Any questions concerning the new battery plant, don't hesitate to call your union reps, we will endeavour to find out to your satisfaction and answer questions to the best of our ability on anything reasonable.

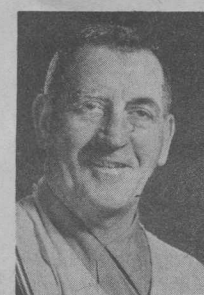
We don't want to give any employee the impression everybody will be satisfied, we expect problems and with your co-operation we will resolve them.

Have a pleasant vacation.

Rod & Gun Club

By **ROY FLEMING**

The union Rod and Gun Club weed drag is to be held Saturday, June 14th; rain or shine, Lake Scugog; headquarters, Park at the north end of Scugog Island; \$1 entry fee for all adults; kids free; last weigh-in time 6.00 p.m. You must pay your \$1 before fishing, prepayment will be accepted by Ed Shrigley 723-7526; Marvyn



Linton 723-9548; and Roy Fleming, 728-8831.

All fishermen are welcome. Lake Scugog is the home of the tackle-busting beauties. The stories I hear of fishing are not the best mostly because of the very hot weather causing the fish, especially the pickerel, not to be where they are usually found at this time of the season.

The rainbow, brook and brown

trout streams of the area are very low, and the water is very clear, so the local stream fishing of the early season was very short.

In one of the columns I wrote, I mentioned the owners of cottages taking fish out-of-season, especially bass, and rushing them into their cottage kitchens, and into the frying pan. And I received some flack from that statement. But low and behold, when swimming at Balsam Lake May 23 I noticed more than one big bass head floating around in the shallow water near a cottage dock. Maybe some cottagers have the idea our lake — our fish; but I don't think this is the general rule, for most cottagers enjoy fishing. So do not take bass out-of-season especially when the bass are guarding their nest.

One day while fishing Lake Simcoe we noticed a large flock of brown birds in V formation, which we did not think were ducks. As these birds approached they had a different voice than I knew. And they were very tame, and did not veer away

from us, but followed the shore for miles. At the time I suspected they were curlew. And when I got home I had to look them up in one of my bird books. The last time I noticed these birds was one time in a fall migration at the second marsh on Lake Ontario.

The books say these birds are very large brown shore birds, and the bill is very long and curved. In flight they appear as large as some ducks, while flying in a wedge formation. Their legs stick out the back. The book also says they nest in the Arctic and spend winter in South America. Some flight! These birds are in no way as big as the long legged blue Heron.

We also saw a few Canada geese.

If you are in the Trent System near Percy Boome this time of year, look for the flight formation of Brant Geese, the young birds heading north. They linger because they will not be nesting this season in the Arctic.

BRING ALONG YOUR BEEF



3. Peter Van Rspwyk, S&A, paid.
4. Romeo Boudreau, OHIP, paid.
5. Doris Desjardin, S&A, paid.
6. Steve Janchevsky, S&A, paid.

CONCLUSION

If you have a problem with sickness and accident benefits, OHIP, Blue Cross drugs, dental plan, EDB, or any of your other insurance programs, ask your foreman to call the benefit office at 6075 and place a call for your insurance representatives. We will be glad to assist you with any disputes or answer inquiries on these programs.

GM insurance benefits

By **JACK VAILLANCOURT**,
Insurance Representative

OUT OF PROVINCE BENEFIT

From time to time we write in the insurance column about our different benefits. For the sake of the new employees and as a refresher to the older employees, we will touch on the "out of province benefit".

As you know, OHIP will pay for medical charges at the rate of 90% of the Ontario Medical Association schedule of fees. The difference must be paid up to 100% by the patient. Anything over the 100% incurred in medical charges will be paid by our "Out of

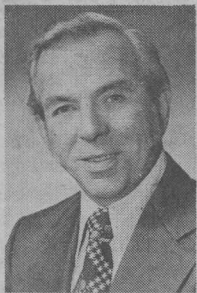
Province Benefit, with 'Ontario Blue Cross'".

OHIP also has certain guide lines for hospital and extra medical coverages. The OPB will also take care of these payments charged over and above OHIP allowances.

The check point in the program is to the doctor or hospital the following phrase, which reads quote: "Your usual and customary charges. What this clause means, is that Blue Cross is not going to allow itself to be soaked to the high heavens. When questionable over-charging has taken place in the past, then GM and Blue Cross have teamed up together to take the over charging party on. This benefit applies to every place except the province of Ontario.

RESOLUTION OF FURTHER CASES

1. Brian Blake, S&A Appeal, paid.
2. Robert Black, S&A, paid.



Editor's Views

By LLOYD CLARKE

With the results of the recent Local 222 elections now finalized it gives me a great deal of pleasure to be able to express my utmost appreciation to the members of Local 222 who have elected me to another three years as editor of the Oshaworker. I would also like to thank the people who were instrumental in making this election a success.

As a reminder to the members of Local 222, if at any time you have a suggestion that would improve your paper, please feel free to bring it to my attention. This also applies to any and all constructive criticism that might be aimed at the present layout of the Oshaworker.

INFLATION SUFFERERS

If one could derive any humour out of Finance Minister John Turner's 12% "wage restraint" it would have to be that his proposal came while the MP's were giving themselves a 33 1/3% wage increase.

There is no doubt in my mind that the government proposal is once again aimed at making the labour movement the scapegoat for the nation's economic ills while allowing all other forms of income to go unrestrained.

Not only would the proposal freeze the already reduced buying power of wage and salary earners at their present level but it would not protect them from the rising costs.

There seems to be no constructive approach in restraining the prices of many commodities such as food etc., only the wages of the already burdened worker.

TEACHER WAGES

In many instances lately the secondary school teachers have settled their contract negotiations for anywhere from 35% to 50% increases. In fact there is one board of education in the Toronto area who are being pressured to settle a 75% increase in wages. This also adds to the burden of the worker as undoubtedly it will increase his taxes. Are there no restraints to be put on these professional people or are we to go along with the myth of them retaining their place in society. If so, where then, is the place in society for the worker.

DEMANDS

The Canadian Labour Congress, which has been meeting with the government are prepared to continue its discussions if the government agrees to the following:

1. Increased supply of housing to reduce its costs.
2. Regulation of rents to curb gouging of tenants.
3. Regulation of oil and gas prices.
4. An increase in old age pensions.
5. A guarantee that corporate tax concessions would be used to create jobs and not end up in higher dividends.
6. Full employment policies to abolish the high rate of jobless.

These are only some of the items which must be decided upon before any form of wage restraint is put on the low income wage earner.

After all we cannot continue to keep our Prime Minister and his MP's in the style they are accustomed to while depriving our own here at home.

Midnight Zone, plant wide

By DON SHREVE,
North Plant,
Third Shift
LOCAL 222 EXECUTIVE
ELECTIONS

I wish to congratulate all of the successful candidates in the recently concluded executive elections. We need men of action and determination to guide us and leaders who are interested in the membership. Proven experience will be necessary to handle the difficulties in the forthcoming round of future negotiations.

I believe that the membership has elected such people by overwhelming majorities to represent us in the 1976 Master and Local Negotiations at General Motors of Canada. Our leaders at the top level have united and joined forces. With unity and co-operation such as this, our just demands will be won in the next round of bargaining talks.

MIDNIGHT ZONE 41 —
THIRD SHIFT

Many thanks to all of my wonderful supporters who took the time to elect myself as their alternate on the third shift. Constantly trying to im-

prove, I will give you the kind of representation that I would like to have for myself.

DEPARTMENT 10 AND 33

The plastics department need more fans during the hot weather. Since the offices have air-conditioning, we should try to get this for the shop during the next round of local negotiations.

DEPARTMENT 10 — PLASTICS

From the look of things the new washrooms for the plastics department will soon be finished.

VENDING MACHINE

After some complaining which necessitated phoning the company which services them, the cold drink machine was filled on Saturday, May 24, 1975. We need the services of these machines, especially on the third shift when the cafeteria is closed.

NDP PICNIC

The Annual NDP Picnic will be held at the Kiwanis Park, Ritson Road North on Saturday, June 21, 1975, at 2:00 p.m.

Everyone welcome.

Come and meet your NDP candidates from the four surrounding ridings.

By RUSS HUTCHINSON

On May 10, 1975, the UAW Golf League opened at Erinli Golf Course at 8:00. It was a beautiful warm sunny day with a fair turnout considering all the overtime scheduled at GM.

The low man of the day was Bill Clark. There were four first prize winners Bill Clark, Ron Lougheed, Fred Taylor and Gord Wilce. The second prize winners were Jerry Tophan, Bill Cook, Pat Dillon and Roy Cole. The third prize winners were Russ Rak, Ron Jones, Tal Ryan and Earl Armitage. Balls were given for high and low holes and the win-

UAW golf

ners were Demmings, Cobmicr, Knight, Barta, Orr, Dillon and Jo-doin.

I would like, at this time, to thank the members for participating to make the day a success. Any UAW member paying green fees at Erinli must sign the UAW book. We are always looking for new UAW members. Anyone wanting to join, please contact one of the following executives:

President, Russel Hutchinson, 623-5087.

Vice-President, Jim Weist, 728-4285.

Secretary-Treasurer, Jim Armstrong, 725-7078.

Tour Chairman, Ron Root, 728-4387.

Club Captain, Ron Lougheed, 576-6383.

REMAINING TOURNAMENTS

June 7, 9:00, 2 Ball Foursome; June 21, 10:00, 2 Ball Best Ball; July 12, 8:00, Scotty Reid; July 13, 9:00, Scotty Reid; Sept. 6, 10:00, Members and Mates; Oct. 4, 10:00, Closing day.

SWAP COLUMN

Continued from page 4

BOAT TRAILER \$100.00, Spanish stereo \$400.00, rims to fit 1/2-ton Van, 14". Call: 728-0110

WRINGER WASHING MACHINE, kitchen suite, 3 living room tables, 2 double beds, dresser with mirror, Westinghouse fridge, 2 ringettes. Call: 728-7119

WEDDING GOWN SIZE 10 or 12, Juliette cap, veil, overskirt of silk organza with lace trim, high neck, long sleeves. Call: 985-7749 Port Perry

1973 DODGE STATION WAGON in excellent condition, low mileage, 360 V8, power front disc brakes also 1971 Pinto 4 speed. Call: 985-3261 Port Perry

1966 CHEVY II, automatic, as is, \$450.00 or best offer. Call: 723-5741

BARNBOARD. Call: 725-7669

1974 BELLEVUE HARDTOP tent trailer, sleeps 8, 3 burner stove, ice box, sink, wardrobe compartment, must sell, asking \$2200.00. Call: 579-3791. During the day.

TENT IN GOOD CONDITION, 9 ft. by 18 ft., sleeps 6, large kitchen area, asking \$125.00. Call: 576-1076

10 FT. TRUCK CAMPER, 1966 Ford truck, 3/4-ton V8 Camper has stove, fridge, heater, hydro, jacks, sleeps 4. Call: 723-5380

GIRL'S 3 SPEED high-rise bicycle, like new \$50.00 or best offer, 6 steel string acoustic guitar with case \$20.00. Call: 576-2640

ONE NEW CATALYTIC HEATER \$12.00, baby walker, like new \$3.00, new Playtex nurser bottle settle \$9.00. Call: 623-6048 Bowmanville.

TRAINER WHEELS \$2.00, sand box or splash pool \$2.00, Atlas radial tire, size 175 SR13, on rim, fits Ford Cortina. Call: 668-8475 Whitby

22 FT. MOBILE HOME with built in stove, fridge, furnace, bathroom, many extras. Apply: 788 Oxford St., Oshawa, after 4:00 p.m.

ELECTRIC FLOOR POLISHER, BABY SWING. Call: 725-9665

ROUND TABLE WITH UMBRELLA, floor polisher and vacuum cleaner combination. Call: 725-7566

FLOOR POLISHER \$20.00, exercise chair \$25.00, skidoo trailer \$75.00, super grill - easy bake oven \$12.00, 4 piece toilet, rugs, covers \$10.00. Apply: 323 Hillside Ave., Oshawa.

1972 24 FT. GLENDALE motor home, 2100 miles, air-conditioned, stereo, extras, must be seen to be appreciated, \$16,000.00 or best offer. Call: 723-6785

A NUMBER OF GARDEN TOOLS, such as a 5 tine cultivator, sickle, fertilizer spreader and others. Call: 725-2891

14 FT. CANOE, stove 30". Call: 723-9238

17 FT. HOUSE TRAILER, sleeps 6, fully equipped \$2000.00. Call: 579-1055 after 6:00 p.m.

1971 19 FT. GOLDEN Falcon trailer tandem, fully equipped. Call: 728-4295

SNOW TIRES WITH RIMS size F78-15, swing set, cabinets, car top carrier, storage boxes, 24 by 24 by 12 folding table 30" by 72". Call: 728-0309

1973 GLENDETTE TRAILER home 23 ft., sleeps 6, tandem axel, fridge, stove, 4-piece bath, awning, rented site with sewers on Rice Lake. Call: 983-5052 Orono

1973 GLENDETTE 26 ft., must be seen to be appreciated. Call: 986-5256 Caesarea.

EXCLUSIVE COFFEE TABLE TOPS, resin, glass like finish, B.C. fir or cedar, 3" thick, no two alike. Call: 683-4448 Ajax.

TRUCK CAP 8 ft. long. Call: 728-3588

FRENCH FRY TRUCK, completely equipped, tires and rims, diaper bag, jolly jumper, car racks, whitewall tire, Lloyd stroller. Call: 723-2195

ONE NEW BATHROOM BASIN, one 20" portable black and white T.V. and stand. Call: 579-1429

10 SPEED SUPERCYCLE BICYCLE, year old \$65.00, cutting torches selling \$125.00, 30" Kenmore heavy duty stove \$45.00, Dacor Scuba equipment. Call: 623-5427 Bowmanville.

WESTINGHOUSE REFRIGERATOR, frost free, good running order, ideal for Cottage, \$25.00. Call: 728-8208

AMPLIFIER, TWO 12" speakers, plus Tremolo, vibrato and rotating sound, custom styling, selling price \$625.00. Call: 263-2626

BLACK LAB, registered with papers \$75.00, Boston Terrier, registered with papers \$75.00 or best offer, 1968 Meteor hardtop \$600.00. Call: 723-2283 Bowmanville.

CEDAR FENCE RAILS. Call: 725-0723

CHEV. AND PONTIAC CAR RADIOS, alternators and three 12 volt batteries, one violin, good for beginner. Call: 623-2488 Bowmanville.

LUDWIG DRUM SET with genuine zildjian cymbals, like new, asking \$600.00, Cassini Milano Flute with case \$95.00. Call: 728-2518

BABY CARRIAGE, good condition \$30.00 or best offer. Call: 668-6300

LAKEFRONT COTTAGE, LOT 100 by 200, near Haliburton, Shakespere electric boat motor, two antique brass and steel beds. Call: 623-4097 after 5:00 p.m. Bowmanville.

KENMORE VACUUM CLEANER, complete with beater bar, 2 years old, fridgidaire, stove, good working condition. Call: 725-8486 after 5:00 p.m.

1973 VOLKSWAGON BUS, excellent condition, Porsche motor, factory undercoated, 5 Radial tires, AM-FM radio, low mileage, many extras, \$4550.00. Call: 725-4564

ONE SET CONTINENTAL BUNK BEDS, posture boards and mattress, like new, used 4 months. Call: 623-7290 Bowmanville.

TENT TRAILER, sleeps 4, reasonable. Call: 725-7692

MAN'S BICYCLE, EXCELLENT FRAME, priced for quick sale \$10.00, also ladies suit, lined jacket, pink, size 14. Call: 725-8106

1937 PONTIAC COACH, needs some repair, 1925 Cadillac head lamps, Yamaha mini enduro, 60 cc. mint condition, \$275.00. Call: 668-4972

SIAMESE CATS and kittens, seal, blue, lilac, breeding, boarding, stud service, reasonable. Call: 668-3194 Whitby

1965 CORVAIR, RUNNING CONDITION. \$125.00 or best offer, 1974 Ford Bronco, 4 wheel drive, standard \$5000.00, black and white Philco T.V. \$75.00. Call: 728-2535

GIRL'S COAT SIZE 8, dresses, pant suits, slacks, skirts, blouses, sweaters, tops and shorts sizes 6 to 8. Call: 723-7740

24 FT. TRAILER, fridge, stove, tank, furnace, electric or propane, lights, sleeps 6, outside fridge if desired. Call: 579-1656

FOR RENT

TWO BEDROOM COTTAGE, kitchen, dining room, screened porch, hydro, 12 volts, stove, lamps, Ragged Lake - South Shore, \$200.00 per month. Call: 725-4339

TWO BEDROOM COTTAGE on Rice Lake, 1 1/2 miles from Bewdley, excellent view and fishing, \$75.00 weekly including boat. Call: 725-8748

THREE TO SIX BEDROOM COTTAGES, Sturgeon Lake, Lindsay, fully equipped, hot and cold water, inside conveniences. Call: 623-7654 after 4:00 p.m. Bowmanville.

THREE BEDROOM COTTAGE Bracebridge area, stove, fridge, dishes, furniture, T.V., good fishing and modern facilities. Call: 576-0186

TENT TRAILER, sleeps 4 or 5 people for the months of June, July and August, \$30.00 per week. Call: 725-3773

THREE BEDROOMS, two storey, older duplex in east end location of Oshawa, country setting, large lot, full of privacy. Call: 725-3640

SOFT TOP TENT TRAILER with mattresses, sleeps 4 to 6 people, \$45.00 per week. Call: 728-1753

FOUR BEDROOM COTTAGE on Lake Scugog, 2-piece bath. Call: 723-1620

WANTED

ACCORDION TITANO VIRTUOSO eleven switch convertor. Call: 668-8730

PROPERTY WITH COTTAGE, 100 miles from Toronto, reasonable. Call: 723-3724

ONE BACHELOR APARTMENT FOR rent, elderly lady. Call: 728-5709

SERVICES

MARRIED COUPLE WILLING to baby sit in exchange for basement apartment, (one bedroom apartment), between August 15 and August 30. Call: 723-5553

ABORTION REFERRAL. Call: 728-3242 or 728-7169

IF YOU ARE the spouse or relative of a problem drinker, and seeking help. Call: 728-1020

PREGNANT AND DISTRESSED? We can help you. Call: Birthright 579-2336